



Matthew S. Brody
Senior Vice President and
Chief Human Resources Officer

140 Friday Center Drive
Chapel Hill, NC 27517

919-962-4251
www.northcarolina.edu

VIA ELECTRONIC MAIL

TO: Chief Human Resources Officers

SUBJECT: 2022 UNC System Employee Engagement Survey

DATE: February 16, 2022

On March 28, the UNC System will launch the third cycle of our system-wide employee engagement survey. The 2022 survey will be shorter than previous iterations, and will focus on three specific areas: a set of baseline trend data from past surveys, diversity and inclusion statements, and statements specific to institutional actions taken due to the COVID-19 pandemic.

Due to the pandemic, campuses may have found it difficult to address 2020 survey results in the ways you may have planned. With that in mind, we believe it is most appropriate to focus on specific topics for this survey while still capturing a snapshot of particular engagement areas to build out trend data for analysis. A copy of the 2022 survey statements is attached for your information.

The baseline survey was conducted in 2018, with a second survey in 2020. Our plan is to continue this survey on a two-year cycle to take the pulse of and better understand faculty and staff engagement across the UNC System. As in prior survey cycles, the 2022 survey will be administered by ModernThink, the same vendor that administers the “Great Colleges to Work for” survey that has been featured in The Chronicle of Higher Education. Our survey will be sent to all permanent benefits-eligible faculty and staff unless your institution chooses, for an additional fee, to extend the survey population to other employee groups.

The UNC System Office continues to provide the core funding for administration of the survey, including a suite of standardized reports and benchmarking comparisons. Each constituent institution has a separate opportunity to purchase additional survey questions, reports, benchmarks, and its own reporting gateway.

As in previous years, we ask you to partner with your chancellors and key leaders both in promoting the survey to your faculty and staff and then in drilling down into the resulting survey data. This will help you to identify specific, actionable engagement issues and gaps within your institution as a whole and down to the school/division and departmental level where appropriate. This provides a valuable opportunity to focus leadership attention, employee relations efforts, increased supervisory training, and other workplace initiatives where they may be most needed within your institution to address employee engagement gaps. My System Office team along with ModernThink are available to support these efforts as much as possible.

2022 UNC System Employee Engagement Survey

February 16, 2022

Page 2 of 2

We understand and appreciate the level of effort this initiative requires, and I want to offer my thanks in advance to you and your teams for your partnership as this new survey cycle moves forward. We hope that this program will continue to provide each institution with valuable, useful, and actionable information to enhance the University's work environment positively for our faculty and staff and to achieve our goal of recruiting, retaining, and developing the most talented and diverse workforce possible.

If you or your teams have questions throughout this process, please feel free to contact Kathy Bryant, director of employee engagement and development, who is heading up this initiative for the System Office or Darryl Bass, senior associate vice president for equity, engagement, and employee relations.

Sincerely,



Matthew S. Brody
Senior Vice President for Human Resources

Cc: Chancellors
Chiefs of Staff